

# The **co-operative** academies trust

## The Co-operative Academies Trust

### Diversity & Inclusion Policy

**Who this policies applies to:** CAT, and all its Academies (employees, pupils/students, CAT Board and Local Governing Body members)

**Status:** Approved

**Date of approval by Trust Board:** 22 January 2015

#### **Introduction**

This policy outlines the vision for diversity and inclusion within the Co-operative Academies Trust (CAT). The policy covers the Equality Act 2010 and Human Rights Act 1998.

It is an 'umbrella policy' covering employees, pupils/students and governance, and all academies are required to put in place their own academy diversity & inclusion statement and to set equality objectives at a local level with due regard to this policy.

#### **Policy**

The CAT values and respects individuals' differences. These differences include, but are not limited to gender, pregnancy and maternity, ethnicity, culture, age, disability, sexual orientation, gender identity, religion or belief, marital and civil partnership status, education, learning styles and those with a caring responsibility. The CAT does not tolerate any form of harassment, bullying or discrimination in or out of the workplace.

The CAT values variety and individual differences, and aims to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. The CAT's vision is that by valuing diversity and being inclusive it will enable the communities it serves to achieve highly, and help CAT's academies meet their purpose of providing an outstanding education for all their learners, founded on co-operative values.

#### **The CAT commits to:**

- creating a community where diverse cultures are celebrated, where everybody feels welcome and can use their differences to develop themselves and the environment they work in
- a culture that is based on the co-operatives values and consideration of how behaviour affects others in and outside the organisation
- regularly reflecting on its own practice to ensure that what it does doesn't create barriers to participation for pupils/students, employees or local governors/CAT Board members
- providing outstanding opportunities and education to all its communities
- championing all of the communities it serves.

We recognise the importance that Equality and Human Rights legislation has to play in promoting equality and eliminating unlawful discrimination, but seek to exceed our legal obligations and to provide an inclusive environment for all where employees, pupils/students, and community can be a part of and contribute their best.

#### **The CAT will:**

- Set equality objectives (reviewed annually), and publish information to demonstrate its compliance with the public single equality duty

- Seek to ensure that the Trust Board and Local Governing Body recruitment attracts a representative sample of our neighbourhoods, in particular, we aim to have balanced gender composition. In the case where this balance does not represent the population, we will formally review our recruitment efforts to ensure they are inclusive and make improvements where appropriate.
- Report on how the Trust is doing on its representation priorities for the Board and the management team
- Review all policies and practices on a rolling basis to ensure that they meet legal obligations, and work to exceed these
- Create a culture that drives positive behaviour
- Have clear complaints procedures and report on complaints annually
- Bi-annually review recruitment processes to ensure that our practice supports our vision
- Ensure our procurement criteria are inclusive and support CAT's values
- Work in partnership with organisations that support CAT's values and vision

**Our Academies will:**

- Be at the heart of the community, underpinning co-operative values to create a welcoming environment for all, celebrate the diversity of the communities they serve and promote community cohesion.
- Ensure that diversity, equality and inclusion run through everything we do and are included in all policies when reviewed.
- Provide a safe environment where adults are dedicated to protecting the rights, meeting the needs and supporting the aspirations of children. Each Academy will be recognised by all as an inclusive, high quality learning environment.
- Publish their own academy diversity and inclusion statement which is consistent with CAT's 'umbrella policy, and publish equality objectives which are reviewed and updated annually.
- Bi-annually review admissions processes to ensure that our practice supports our vision for diversity and inclusion.
- Ensure procurement criteria are inclusive and support the values of CAT and the Academy
- Have clear complaints procedures and report on complaints annually
- Ensure their Governing Bodies are open and inclusive by:
  - asking for annual reviews of meeting times
  - aiming to ensure that their Governing Body recruitment attracts a representative sample of their neighbourhood, and in particular has a balanced gender composition
  - communicating in an open and inclusive manner
  - advertising community/staff/parent/carer governing opportunities to all communities the academies serve
- Report annually on the equality objectives set, the equality & diversity profile of their staff and student/pupil population, complaints received, and the activities taken to ensure their Governing Body is open and inclusive.